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Status of Women Council of the NWT
Annual Report

2011 | 2012

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Letter of Transmittal

June 30, 2012
Hon. Bob McLeod
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Minister McLeod,

On behalf of the Status of Women Council, I am pleased to present our Annual Report for the year ending March 31, 2012. This year has been a busy and productive year for the Council. Thanks go to all our funding partners for allowing us the opportunities to work on women's issues in the Northwest Territories.

This year marks the 20th anniversary of our Wise Women Awards. We wish to congratulate all the recipients of the Wise Women Awards and recognize all their contributions to the families and communities in the Northwest Territories.

Along with our core work and yearly events, we have worked on special projects in collaboration with many community organizations on issues concerning Family Violence, Economic, Political and Social Equality, Women's Health and Wellness and Leadership. We have also worked closely with other Status of Women Councils across the country to advocate on a national level to address specific areas of concern for women. New to the council this year is our work with Aurora College, whereby the council accepted a social work student during their practicum.

I would like to thank our Council Directors and staff for their continued collaborative and coordinated efforts in our work towards women's equality.

Sincerely,

Tina Gargan
President 2011-2012

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Background

The mandate of the Status of Women Council of the Northwest Territories is to work for the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Council was created in April 1990 under the NWT Status of Women Council Act. The Government of the NWT provides core funding for the operations of the Council, while special projects have been funded by various sources.

Our Vision

- Equality for women in all areas of life.
- Economic equality.
- Communities, workplaces and families free from violence against women.
- A society which respects and includes the diverse experiences and perspectives of all women.

Our Mission

The Status of Women Council of the NWT is dedicated to achieving equality for all NWT women through:

- public education and awareness,
- research,
- advocacy,
- community development,
- interagency cooperation,
- advice to government, and
- identification and development of opportunities for women.

Photo: Irene Savoy, Lorraine Phaneuf, Annemieke Mulders and Sami Dechief

Directors

Tina Gargan (President, Fort Providence)
Appointed August 2007

A proud Dene woman, and mother of two beautiful children, ages eight and three. She was a previous recipient of the Wise Women Award (2006), prior to appointment to the Board. Currently employed by Deh Cho Health & Social Services as the Community Wellness Worker, she is also the Deputy Mayor of the Hamlet of Fort Providence and serves on the local justice committee. Tina has previously volunteered on the Aboriginal Head Start Program advisory board, served one term as the Mayor of Fort Providence and has served many years as a hamlet councillor.

Su-Ellen Kolback (Vice-President, Yellowknife)
Appointed August 2007

The North has been Su-Ellen's home for over 20 years. She attended school at both William MacDonald and Sir John Franklin High graduating in 1994. Her children, Anita (13) and Hilary (7); keep her grounded. In August 2007, she completed her Bachelor of Social Work and began her career with the GNWT Department of Justice. Working as a social worker for approximately four years gave her insight into the various social issues affecting northern peoples aside from those that she had personally experienced. Su-Ellen is a strong supporter of the women's movement in the north.

Georgina Jacobson Masuzumi (Tuktoyaktuk)
Appointed September 2010

Born and raised in Tuktoyaktuk to the hunter/trapper/carver family of Jimmy and Bella Jacobson, Georgina is the eldest girl of ten children. Gerogina attended Grollier Hall in Inuvik, Grandin College in Fort Smith, Mount Royal College in Calgary and Aurora College in Inuvik. She has held a variety of jobs: radio station announcer for CFCT in Tuktoyaktuk, aircraft stewardess for Canmar, private business owner/operator, caterer, recreation coordinator, remote camp manager, caretaker for an elders' facility and foster parent. Other pursuits include Hamlet Councillor, Elders' Committee member, local advocate for social justice and taking elders and children out on the land for traditional activities. Georgina was recently re-acclaimed to the Hamlet Council and the GNWT Income Support Appeal Board. She also had the pleasure of participating in the first NWT Elders' Parliament as the Nunakput representative.

Directors

Doris Camsell (Hay River)
Appointed December 2011

Born in Ft. Providence to Albert and Caroline Bonnetrouge. Doris has one brother and six sisters. She is married to Doug Camsell of Hay River and has two sons; Malcolm and Kyle. Doris attended Sir John Franklin and Diamond Jenness. She received her BE in 1986, a Linguistic Certificate from University of New Mexico in 1986, a BA in Anthropology and Archeology in 2005, and Master of Education in Land Base Education in 2010. Doris participated in the development of the Den K'ede Curriculum and taught at all of four schools in Hay River. Doris presently works at Harry Camsell School teaching, Dene Thati and gym. Her passion is to revitalize and maintain Dene Thati in Education.

Paulina Roche (Deline)
Appointed December 2011

Originally born in Fort Franklin, now called Deline, family of the late Johnny and Jane Neyelle and she has one sister and five brothers. Paulina was raised by the late Arsene and Cecile Tetso, and is the youngest of the Tetso family. She attended high school in Inuvik and stayed at Grollier Hall. Paulina is also an ex-member of Royal Canadian Mounted Police, she attended RCMP Depot in Regina for six months and served eight years in Yellowknife (1988 – 1995). She also attended Aurora College Business Administration for two years to get her Diploma. She is now working for Deline First Nation as a Manager since 2001 and sits as a Councillor for the Charter Community of Deline, Deline Housing Association and volunteers for community sports, wellness and traditional programs. She recently won the Community Builder Award. She also volunteers for Foster Coalition for NWT. Paulina was recently selected to attend the 2012 Arctic Winter Games for Mission Staff. Paulina has been married for 17 years and has four boys: Carson (17), Jake (16) Dallas (14) and Baby John (12). Paulina has been nominated in the past for Wise Women Award.

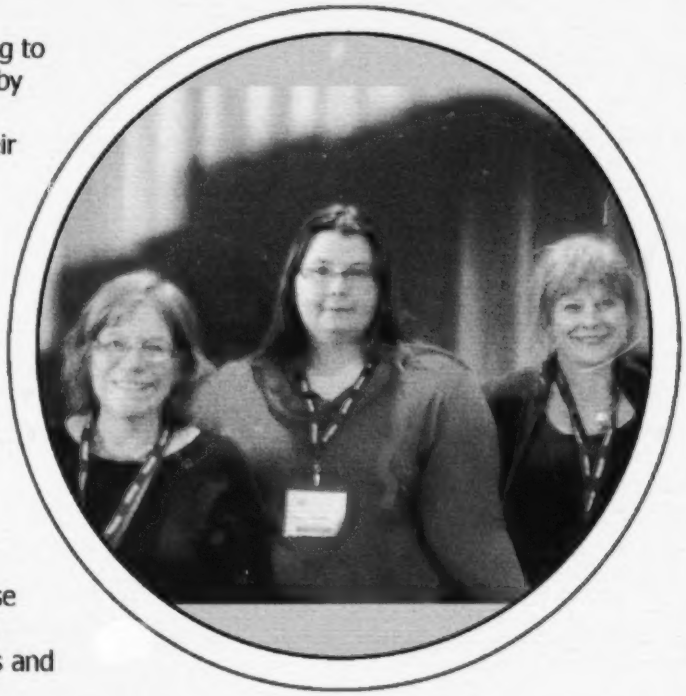
Directors

The board for the Status of Women Council of the NWT is appointed by the Minister Responsible for the Status of Women. They serve for a three year term which can then be extended up to two times. During their appointment they meet face-to-face twice a year, in October and March, and hold several conference calls as required. The Board is a group of dedicated women each representing one of the five regions of the north. They seek equality, change, and help direct the Council in how to follow their mandate and vision.

Status of Women Council of the NWT

Advocacy
Advocacy is done on an as per need basis, responding to women's concerns/needs. Women can request help by dropping by the Council office, calling toll free, or by email. Staff is assigned to advocacy cases as per their expertise and availability.

Often, the Council is the first agency that women approach in crisis or advocacy situations. Concerns raised by individual women often lead the Council to take action and/or make recommendations to the government to make changes to the underlying systemic discrimination against women. For more information around the Council's advocacy please go to page 7.



Staff Meetings
The Council staff holds weekly staff meetings, with guest speakers attending as necessary. Through these meetings, the Council reviews progress to date on its activities and initiatives; annual events; and programs and projects. They also discuss new issues as they arise.

Professional Development
Staff at the Council have taken several courses this year to better serve the women that come through our door. Some of the courses that were taken include:

- Life Skills Coaching
- Little Warriors
- Finical Literacy
- Motivational Interviewing Phase 1 and Phase 2
- Neighbors, Friends and Families
- Women's Worlds Conference (Various Topics)

Photo: Lorraine Phaneuf, Sami Dechief and Annemieke Mulders

Activities, Initiatives & Resources

Council directors and staff carry out equality seeking work in several ways:

- Information Service
- Library Lending of Resource and Videos
- Coordinating Annual and Special Events
- Program Development
- Research Writing for Recommendations and Submissions to the Government
- Working with NGOs and Committees
- Policy Review and Research
- Advocacy
- Special Projects

Information Service

The Council's mandate to provide public education is met through responding to enquiries from individuals, groups, governments, and the media on a variety of questions and issues. The enquiries vary from requests for resources, documented or statistical information to written referrals, crisis calls and calls for advocacy support. People make inquiries in person, by correspondence, telephone, or email. Often, the Council is the first agency that women approach in crisis or advocacy situations. Concerns raised by individual women often lead the Council to take action and/or make recommendations to the government to make changes to remedy underlying systemic discrimination against women.

Resource and Video Library

The Council provides resources to community agencies throughout the Northwest Territories by request through the Council's free video and resource lending library, which serves all NWT communities. A video catalogue is available by request to the Council's office. Drop by the Council's office to check out the resource library, and the large selection of research reports on various topics. Occasionally staff receives requests for these resources outside of the territory and we do our best to accommodate these requests.

In 2011-2012, the following mail outs and kits were provided across the NWT:

1. International Woman's Day Information/Wise Women Awards
2. Questions to the Candidates
3. Election Edition Newsletter
4. Special Election Mail Out
5. Motivational Interviewing Course Forms
6. Funding and Support Team (FAST)
7. Take Back the Night
8. Family Violence Awareness Week Kit
9. NWT Women Participants Perspective of the 2011 Women's Worlds Conference
10. Quarterly Newsletters
11. National Day of Remembrance and Action on Violence Against Women

Other information may be sent out depending on projects we are working on. Drop by the Council's office to check out the resource library, and the large selection of research reports & videos on various topics.

Publications/Resources

1. New Status of Women Council of the NWT Pamphlet
2. Five Questions to Federal Candidates
3. All Yellowknife Candidates Forum Live Streaming
4. It's a Mans World Unless Women Vote Button
5. Take Back the Night Poster: History and Chants
6. Take Back the Night Flags
7. Family Violence Awareness Week Resource Kit
8. Family Violence Awareness Week Presentation
9. Family Violence Awareness Week Poster
10. Family Violence Awareness Week Video
11. Family Violence Promotion Items
12. Overview of Concerns Collected from Northern Women Presentation
13. Day of the Girl News Ad
14. Quarterly Newsletters
15. Election Edition Newsletter
16. Honouring Our Women from the North Booklet
17. NWT Women Participants Perspective of the 2011 Women's Worlds Conference
18. FAST Pamphlet
19. FAST Kit
20. FAST Promotion Items
21. Support an Alcohol Free Pregnancy Promotion Items
22. Prenatal Support Tool Kit
23. December 6th Poster
24. December 6th Presentation
25. December 6th Video Taping
26. December 6th Youtube Invite
27. Self-Esteem: Write It Down Exercise
28. Self-Esteem: The Helping Tree Exercise
29. Website
30. Facebook Page
31. Twitter Account
32. Youtube Account
33. Annual Report

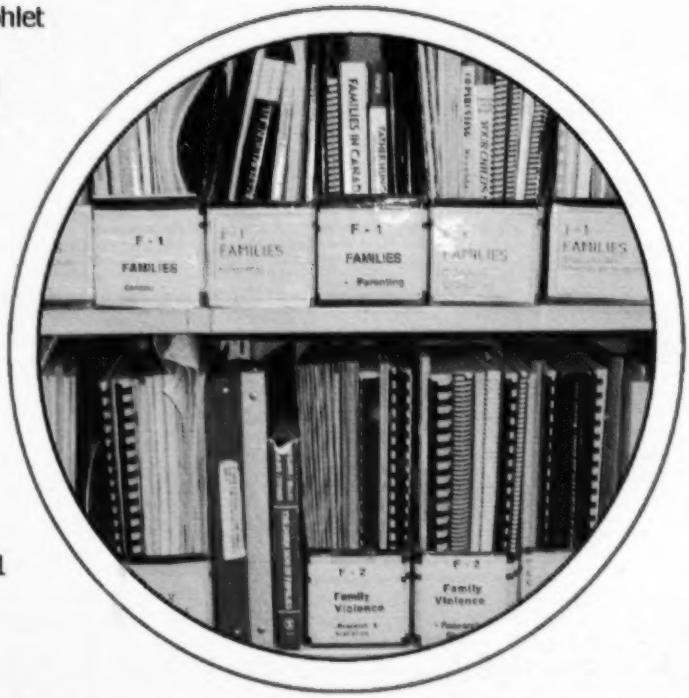
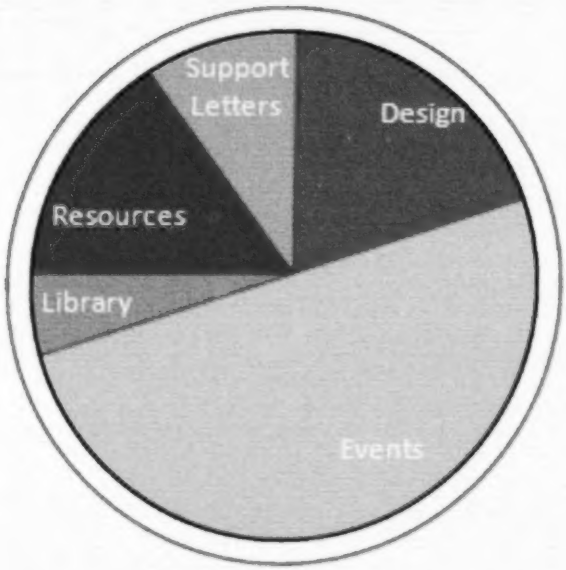


Photo: Resources in Status of Women NWT Library



Advocacy

Over the past few years there has been a marked increase in individual advocacy at the Council. The Council does advocacy in many different ways including lobbying on behalf of a client. Other services that are offered are fax, phone and internet use for clients to locate jobs or help their particular case along. Staff can accompany individuals to appointments such as medical, legal, court, human rights, income support, housing or other.

The Council is mainly a referral agency and does not provide counseling. At times, staff may use motivational interviewing and other forms of listening to help move a client in the direction they want to go. Some clients may need help advocating for themselves. Staff can assist with writing or formatting letters or resumes. Whatever the issue may be the Council is here to listen and find the best path in order to resolve/help the issues that women in the NWT face.

Community Development

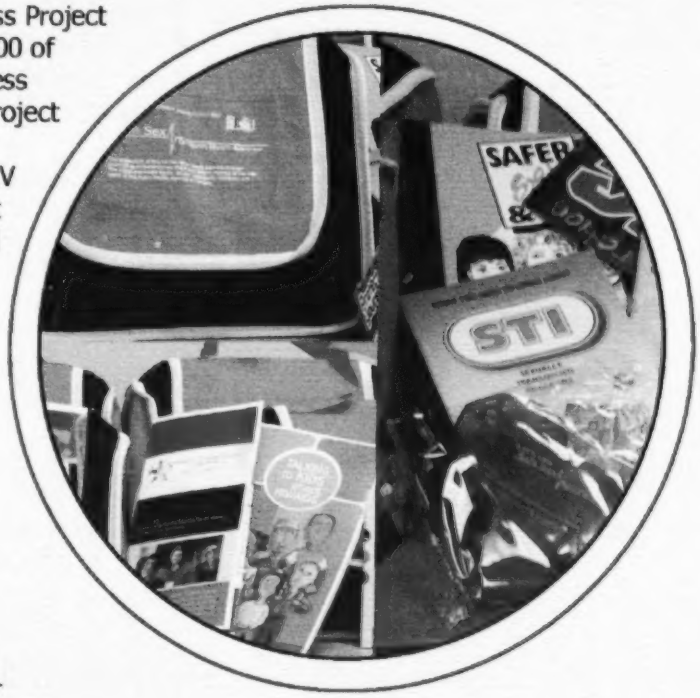
The Council provides a wide range of community services to help other community groups that focus on women. We have had an increase in requests for design services including poster, web, facebook, pamphlets, media packages and many other material development. There has also been an increase in the use of the video library for educational purposes.

In order to enhance services for women in the NWT the Council tries to support as many women's organizations as it can either through mail outs to all communities in the NWT, workshops (when funding is available) or events. We have a position dedicated to events coordination which has helped with many of the annual events in Yellowknife and has provided materials to over 700 agencies in the north. This information helps agencies so that they may host their events in their communities.

The Council is always open to helping small communities with their events by providing support and advice when possible. We have donated door prizes and provided speeches at several events this past year. We also provide support letters to causes that support our mandate.

Projects: Funding & Support Team (FAST)

The Community HIV/HEP C Prevention and Awareness Project offered community agencies and groups up to $10,000 of funding assistance to deliver prevention and awareness projects in their communities. The objective of the project was to continue to implement a program delivery process that coordinated community development HIV and Hepatitis C initiatives in NWT while ensuring that funding was distributed in an equitable, effective and accountable manner.



Applications for funding were mailed to over 350 agencies across the NWT. Applications were also available on our website or by calling our toll free number at 1.888.234.4485.

The Funding & Support Team used a coordinated and supportive approach to funding and mentoring projects by offering help with the development and implementation of community projects.

Funding and Support Team partners included:

- Department of Health and Social Services, GNWT
- Yellowknives Dene First Nation
- Native Women's Association of the NWT
- Dene Nation
- Status of Woman Council of the NWT

2011-2012 NWT Projects were:

- Tlicho Cart Team: *Bechoko - DVD and focus groups*
- Norman Wells Metis Society: *Norman Wells - Tool Kit*
- Réseau TNO santé: *Yellowknife Bar Campaign - Displays on World Hepatitis Day and World Aids Day*
- Sutherland House: *Fort Smith community workshops and Yellow Ribbon Dancers*
- Chief T'Selehye School: *Fort Good Hope - Three days of workshops with kids in the day and adults in the evening hosted by Native Youth Sexual Health Network*
- Status of Women Council of the NWT: *Territorial - A tool kit was developed that targeted youth. The Kit Contained promotional items, resources develop by the FAST projects and other materials provided by CATIE.*

Funded by Public Health Agency of Canada

Photo: FAST Territorial Kit

Projects: FASD Workshops

Motivational Interviewing Training Phase 1 & 2 were offered to service providers and prenatal workers from Feb 20th-25th

Motivational Interviewing (MI) is an evidence-based, person centered and guiding approach to communication that serves to help clients develop and strengthen their motivation for health-enhancing lifestyle change. MI is well researched as an interviewing approach that serves to help clients construct their own arguments for pursuing positive change, by helping them to find and hear their internal "motives" or reasons for wanting to make changes in their lives. It has been shown to dramatically reduce client resistance and reluctance in helping conversations. The training focused on understanding the MI perspective on client/counselor resistance, including minimization and preventive practices. Information/advice was given using the MI approach. The obstacles to learning the MI approach and factors that maximize MI skill development were also addressed. Guidance was provided to those who would like to build on this foundational level of training and maximize transfer of learning to actual workplace scenarios.

FASD Presentation February 22th

An evening presentation was offered to participants and community members on the effects of drinking alcohol when they are pregnant; long term effects of the disorder; cognitive effects of the disease and physical deformities.

The Reference Library Tool Kit includes:

- Simon Says, a children's book to help them understand their FASD diagnosis.
- Polly Anna the Second, this book is intended to help teenagers
- Rainey & Red, a book for adults with FASD.
- Calming the Storm, a book of strategies for parents, guardians, and caregivers
- Transition Planning, a book to guide youth with FASD into adulthood
- Changing Expectations, understanding adults with FASD.

These materials were distributed in a carrying case to both Phase 1, Phase 2 participants and all NWT prenatal workers along with some promotional items for community programming.

Funded by GNWT Health & Social Services

Photo: Motivational Interviewing Phase 1 Workshop

Projects: Setting a Path Consultation

The Council held a two-day consultation with women that have campaigned or expressed interest in political office in the past two years. These women were considered women of influence in the NWT and through their campaigning gained valuable insight into the concerns of women from the regions. The Council wanted their opinions and ideas at the table in order to determine their community priority areas around family violence in the NWT. With the sunsetting of the Family Violence Action Plan: Phase II in March 2012, the results and recommendations from these key women could help focus what is important to community women.

The consultation was held on March 27-28, 2012 with 11 participants attending. Five communities were represented: Yellowknife, Hay River, Fort Simpson, Fort Smith and Inuvik. Two GNWT observers attended, one from the Department of Justice and the other from the Department of Health & Social Services. The staff from the Status of Women Council NWT were also in attendance.

During the consultation we learned the main priority areas for community women were:

- Education and awareness campaigns to change attitudes
- Ongoing Family Violence Action Plan within GNWT
- Addressing long-term effects of family violence
- Accountability for men who choose violence - Implementing program for men
- Address financial barriers to leaving abusive relationships: Bridging system that recognized income security policies, recognize issues/provide contingencies and affordable housing

Throughout the consultation the women established a valuable new network. They strongly indicated that they would work together in the future to meet shared goals. The group achieved a better understanding of the cost (economic, social and health) of violence in the NWT. There was also an increased awareness among participants on the current priorities and actions that the Coalition Against Family Violence is addressing. Participants learned about which programs are having the greatest impact in each of the regions and identified key service gaps that could be addressed by a client-focused Service Navigator position. The consultation as a whole was very productive and allowed a more in depth understanding of what community women face each day. It allowed for the successes in the past to shine and explored the areas that need more focus and resources.

Photo: Setting a Path Consultation Group

Taiga Adventure Camp

The Status of Women Council NWT was very pleased when Taiga requested that we provide two self-esteem workshops for their 4th annual camp season. Taiga Camp is an outdoor camp for young women, ages of 11 – 17 from every community in the Northwest Territories. Taiga Adventure Camp offers a camp experience in a safe outdoor environment, where girls live outdoors, learn leadership skills, make new friends and discover their many talents.

This year Taiga offered three land based sessions at their base camp located close to Yellowknife, as well as two MacKenzie River canoe trips. The Council sat on the Taiga Camp board as well as provided office space and some administrative support to Taiga while they were setting up their registration and maintaining their camp.

The two workshops that the Council provided impacted the girls at the camp a great deal. The main activities were an ice breaker that let each girl know what their names meant, a journal was given to each girl to write down their experiences and an exercise called 'the helping tree'.

If you would like to learn more about Taiga Camp check out their website at www.taigacamp.com or follow them on Twitter www.twitter.com/taigacamp and Facebook

Photo: Second Workshop with Taiga Camp

2012 Wise Women Award Winners

Marsha Argue (Yellowknife)
North Slave Region

Marsha has been a champion of women's equality for over four decades. She has worked tirelessly behind the scenes to bring attention to and resolve issues impacting women in all spheres of northern life. She was a driving force behind the formation of the Status of Women Council NWT through her work on the Women's Advisory Council. She was also instrumental in starting the NWT Breast Health/Breast Cancer Action Group. Marsha has advocated for women in industrial workplaces, against gender violence, for childcare and on other issues that impact women's equality, safety and dignity.

Greta Anne Marie Sittichinli (Inuvik)
Beaufort/Delta Region

Greta is well known and respected by the people of this region. She volunteers her time coaching and leading young girls in soccer, working hard with her team to raise money and support for her athletes. She devotes her time to the community church and their Sunday school programs as well as helping to organize community events at the annual Canada Celebrations and Aboriginal Day Events. She organizes and participates in sewing groups, crafting, cookie exchanges and other gatherings of women. Greta is a strong role model. At a young age she was a widowed single mother who obtained a double degree in Education and Management. Even after all the tragedy that Greta has faced in her life she still has the attitude "don't give up". Greta has a very humble manner, never seeking or expecting recognition but always supporting her community.

Therese (Dollie) Simon (Fort Resolution)
South Slave Region

Dollie was a board member and president of the Status of Women Council NWT for over seven years. She has shown great leadership, vision and compassion, not only locally but regionally and territorially. She continually works for the equality of women, particularly Aboriginal women. She is a traditional harvester and a leader in the Cadets & Canadian Rangers. Dollie is an inspiration with her quiet but confident wisdom and absolute commitment to women of the north.

2012 Wise Women Award Winners

Ethel Blondin-Andrew (Deline)
Sahtu Region

Ethel has been a strong leader her entire life. After receiving her degree in Education she taught in Tuktoyaktuk, Deline, Fort Providence and Yellowknife. During her tenure with the GNWT she served on the Arctic Institute of North America, as well as the Assembly of First Nations Aboriginal Language Committee. She has always championed for better education for northern students. Ethel was the first aboriginal women elected to the House of Commons. As a Member of Parliament for the Western Arctic for 18 years, she has worked tirelessly on and chaired numerous committees for women's issues in the north. Poverty, childcare, needs of children with special needs, and the health and well being of aboriginals and all northerners are just a few of her passions. Ethel is a positive role model for northern aboriginal women and she currently serves as the Sahtu Secretariats Chairperson. She also sits on the Aurora College board for the Sahtu Region.

Margret Vandell (Fort Providence)
Deh Cho Region

Margaret has improved the lives of young women and men in the community of Fort Providence. She was a nurse, teacher, elder and most of all a beautiful wise woman with a strong and influential spirit. She has held on to her language and continues to tell her stories from when she was growing up facing the same obstacles many young aboriginal people do today. The respect and responsibility Margaret has shown in the community and school has always been empowering to others. Her knowledge is rich with traditional medicines and remedies; from sweet grass to rat root. She has imprinted many students with her knowledge of the land and traditional practices.

Events: Wise Woman Awards

The Wise Women Award has been given to 93 women in the north over the past 20 years and we hope to see this award continue well into the future. It is important that we take this time to reflect on all the women in our lives that have the strength and compassion to continue in the work they do. Women that are choosing to live healthy lifestyles and role model values that are important for community change while teaching traditional ways is imperative for our society to move forward. This award was created to recognize all the women that are behind the scenes working tirelessly to make a difference for their families and their communities, so that future generations have role models to aspire to and current generations have women to look up to.

This year in honour of the 20th anniversary, the awards had several past recipients of the awards participate in the ceremony. The event was held during the annual Bread and Roses Luncheon. The original Bread & Roses campaign resulted from the lyrics of a marching song the bread symbolized economic justice and roses represented quality of life. An opening blessing was done by Be'sha Blondin a recipient of the 2004. The awards were presented by the Councils new president Tina Gargan, a 2006 award winner. Finally this first North Slave Region woman to receive the wise woman award, Dawn Lacey, preformed with Moira Cameron the original marching song for the Bread & Roses March. A wise women in training Ms. Amelia Debogorski recited a small poem she created that touched in a women's resilient spirit. In honouring the 20th anniversary the Status of Women had a cupcake (bread) with a decorative rose on top for each person that attended. The cupcake also had an invitation to the evening event which was launching a book that was produced just for the Wise Women from the past.

The book is calling "Honouring Our Wise Women from the North" and contains pictures and bios of every woman that has won the wise woman awards since its inception. The book is still available at the Council office upon request.

Photo: Recipients of Wise Woman Award and Council Staff

Events: Family Violence Awareness Week/Take Back the Night

This year's theme focused on men who choose to be nonviolent or choose not to abuse. The committee wanted to encourage men to stand up with the community as leaders, role models and community figures and make a statement against family violence. Family Violence Awareness Week started on September 30 and ended on October 7, 2011.

Family Violence Awareness Week packages were mailed to every community in the north mid-August. The kit is also available on our website to download. The committee hopes that the information in the packages was and will be used to spread awareness throughout the north about the issues of family violence. We would like to encourage organizations and individuals to call us for more information around family violence and where they can reach supports through out the year. The Council will also ship extra promotional items and materials while supplies last to communities so that they can host their own events around family violence awareness.

The Committee has decided to continue with the grant program to help communities host their own events during the week. The grant requests had a few small requirements; activities reflect this year's theme of nonviolence and focuses on men's participation in standing up against family violence, the event occurred during family violence awareness week, and they applied before the deadline in June. The small grants were awarded on a first-come, first-serve basis and we ended up funding seven communities in the NWT.

Yellowknife held their own launch during lunch at the Salvation Army Lorraine Phaneuf opened the event and guest speakers were the Honorable George L. Tuccaro and William Greenland with the Sisters of the Sacred Circle and Friends providing entertainment. There was a number of men that came out in support and the White Ribbon Campaign spoke about men's role in violence against women. Besha Blondin opened the launch with a prayer and Major Jo Sobool blessed the food at the end of the proceedings.

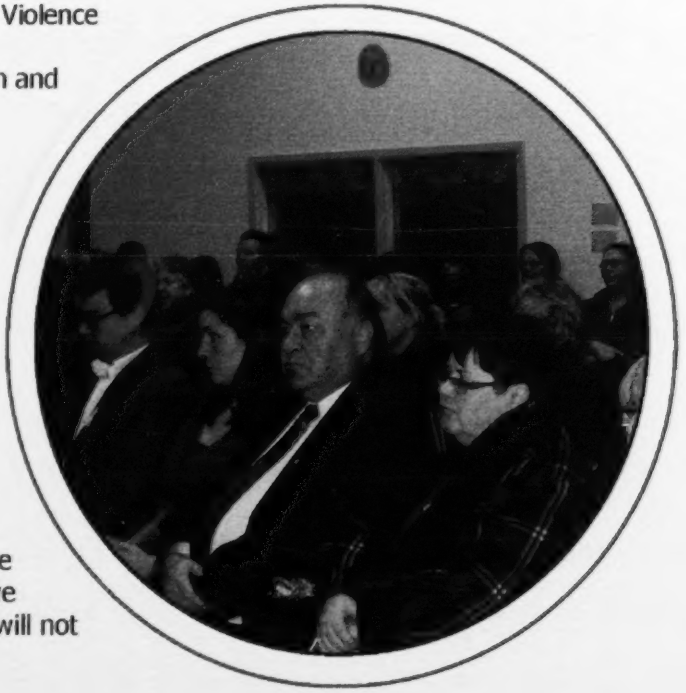
In the evening we continued on with the Take Back the Night March, over 250 people attended with PSAC as a great supporter waving their flags. There were many guests speakers that addressed key areas in the city that are identified as unsafe.

We would like to thank our funder the Government of the Northwest Territories for their continued support.

Photo: Volunteers and Council Staff at Family Violence Awareness Week Launch

Events: December 6th Vigil

The Council on behalf of the Coalition Against Family Violence helped organize the December 6th National Day of Remembrance and Action on Violence against Women and Girls.



On December 6, 1989, armed with a semi-automatic rifle, ammunition and knives, a man walked through the halls of L'Ecole Polytechnique in Montreal, separating the males from the females, and then preceded to shoot and kill 14 women while making violent gender-based statements against them. Thirteen others were wounded.

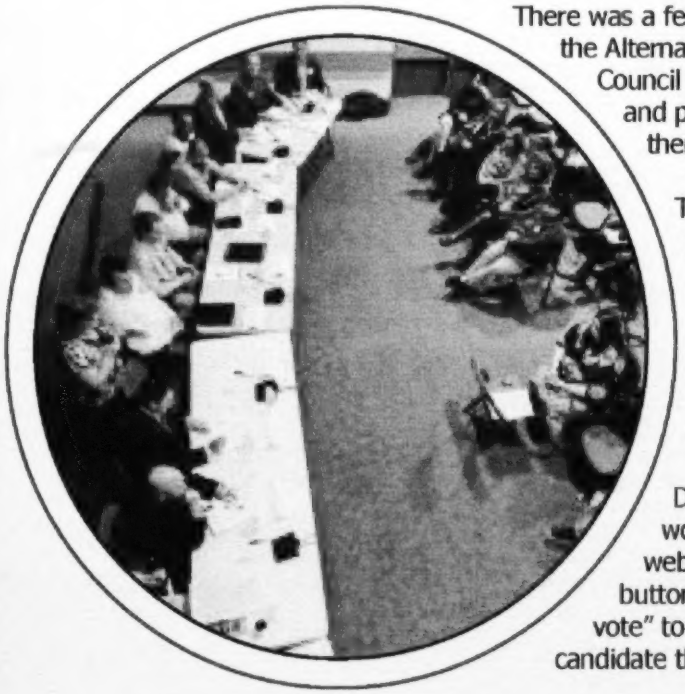
This event marked 22nd anniversary of what came to be known as the Montreal Massacre. Events were held throughout the country to remember the 14 women who were killed and all women who have suffered violence in their lives because they were women. The public joined us in remembering those we have lost and declaring that violence against women will not be tolerated in our community.

This year's MC was Dianne Howe, an ex-military woman. There was a blessing from the Sisters of the Sacred Circle and opening remarks from Lorraine Phaneuf. The ceremony was led by Julie Docherty, Regional Executive Vice-President for PSAC North who posed a moment of silence to remember those that were lost. A slide show showing each of the 14 women that were lost on individual slides was displayed. While that happened a woman from a non-traditional role or trade came up and placed a red rose to represent the loss of one of the women's lives and read out that woman's name, birthdate and why they were at L'Ecole Polytechnique that day. After the slide show was complete Sandra Lockhart, PSAC Aboriginal Committee, spoke to all the northern women we have lost due to gender violence and place a single white rose with all the red so that the gathering would not forget. A healing song was preformed and then Elaine Carr a female engineer spoke. Lastly, Cameron Buddo from the White Ribbon Campaign spoke of their efforts. This year's vigil was also captured on video so those unable to attend could still pay their respects.

The December 6th Vigil was sponsored by the Status of Women Council of the NWT, Public Service Alliance of Canada North, Northern Territories Federation of Labour, Regional Women's Committee Public Service Alliance of Canada, Yellowknife Co-op, the Salvation Army and the Yellowknife Food Rescue.

Photo: Gathering for December 6th Vigil

Events: Federal and Territorial Elections



There was a federal election this year were the Council attended the Alternatives North Forum and asked a question. The Council also sent five questions to all the federal candidates and posted their responses on our website and mailed them out to over 400 agencies across the north.

The Council hosted an All Yellowknife Candidates Form for the Territorial Election. The Form was live broadcast so that anyone could watch what candidates were saying about the issues that mattered to women. Questions were taken from the floor and from key women's groups in Yellowknife. Each answer was timed so as many questions could be asked as possible.

During the election period the Council encouraged women to run and provided materials available on our website for download. The Council also created small buttons with the slogan "It's a mans world unless women vote" to encourage women to get out and vote for the candidate that best addressed their issues.

Prior to the forum the Council sent every Candidate in the NWT three questions that addressed women's issues in the north. The questions were:

1. The NWT Family Violence Action Plan: Phase II (2007 - 2010) is sun-setting in March 2012. The Coalition Against Family Violence has put forth 19 recommendations on priority areas which require continued funding. Do you support these recommendations?
2. A severe shortage of quality and affordable childcare exists across the NWT. Due to the lack of childcare options, women are unable to work, take training or attend wellness programs. If elected, would you commit to helping all communities in the NWT build affordable, quality licensed childcare facilities?
3. According to Status of Women Canada, "Gender-Based Analysis is a highly adaptable tool that you can use to work towards positive social and economic change. Every action, policy, program, project, and socio-economic trend affects men and women differently/" If elected, what actions would you take to ensure the implementation of Gender-Based Analysis in new and existing GNWT policies, programs, and legislation?

The answers to the questions were sent out in a mail out to over 400 agencies, published in the newspaper, posted on our website and handed out during the Form.

We would like to thank our funder the Government of the Northwest Territories for their continued support.

Photo: All Yellowknife Candidates Forum

Events: Women's History Month Lunch and Learn

Women's History Month was proclaimed in 1992 by the Government of Canada, Women's History Month provides an opportunity for Canadians to learn about the important contributions of women and girls to our society – and to the quality of our lives today.

The Theme for Women's History Month 2011 was to recognize women's invaluable contributions to the military in Canada over the years. The Council hosted a lunch and learn that consisted of a National Film Board of Canada's video "Proudly She Marches", a guest speaker Ms. Dianne Howe who was a former Warrant Officer for the Canadian Military and a video testimonial by Patricia Kruger found on the Canadian Military website.

The group was encouraged to discuss the topic of women in the military and the changes that have occurred over the years. The Council wanted to recognize the incredible work women have done within and outside the Canadian Forces, taking on great challenges and opening doors so that others may follow.

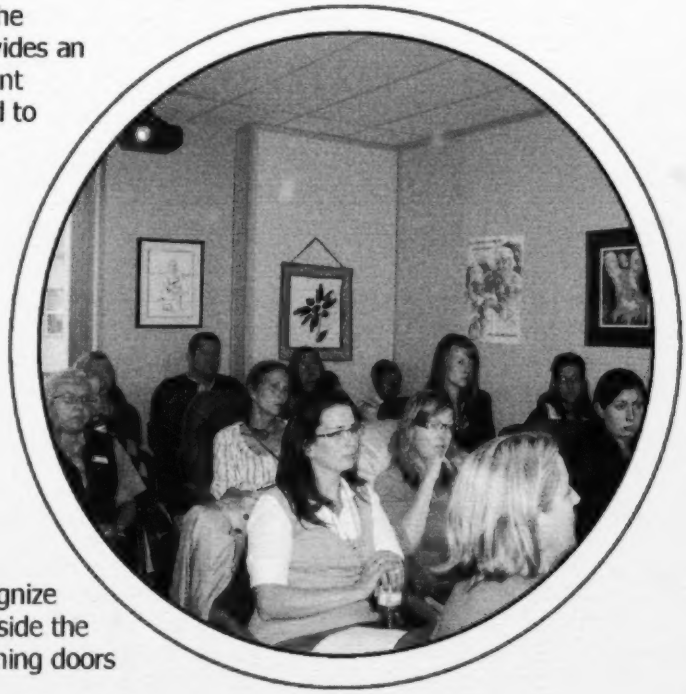


Photo: Lunch and Learn Participants

Events: Women's Worlds Conference Lunch and Learn

In July Council staff attended the Women's Worlds Conference (WW). The WW was in Ottawa, Canada with a theme "Inclusions, exclusions, and seclusions: Living in a globalized world". This theme was then further integrated throughout four days with four main focuses a different one for each day. The focus was around breaking cycles, breaking ceilings, breaking barriers and breaking ground. Throughout the conference there were break out sections that helped bring people together, provided a small space for personal discoveries and helped enhance the main theme of the event.

According to the Women's Worlds (WW) website (www.womensworlds.ca) the first Women's World congress was held at Haifa University in December of 1981. It was the first world-wide interdisciplinary gathering to focus on research pertaining to women's issues and to be open to all interested researchers and activists. Since then, WW has taken place every three years in a different part of the world.

When staff returned to Yellowknife we hosted a lunch and learn that featured information that we learned at WW and new ideas that were shared while there. The lunch and learn consisted of a booklet that was produced by the Council on each of the courses that we attended along with two other women from the north that joined us at the conference, Lois Little and Arlene Hache. The lunch also had a multi-media component consisting of videos from youtube and the WW website.

We would not have been able to learn so much from this conference without the help of our funder, the Government of the Northwest Territories.

Photo: Women's Worlds Opening Ceremonies in Ottawa

Coalition Against Family Violence NWT

Coalition Against Family Violence Activities

The Coalition Against Family Violence is a territorial interagency group that brings together individuals, non-government and government agencies to share information and undertake projects in keeping with the mandate. The Coalition meets once a month; specific project committees also meet at least monthly. The Coalition is chaired and administered by the Status of Women Council of the NWT and holds monthly meetings. Minutes and other documents concerning family violence are distributed by email to members. The Status of Women Council NWT chairs subcommittees for annual events. All Coalition events include mail out packages to agencies across the NWT with an event in Yellowknife.

Coalition Mandate

The Coalition Against Family Violence NWT envisions a peaceful, equitable society where all territorial residents, as individuals, members of families, communities, organizations or governments, are valued, respected, safe and free from abuse and inequalities.

Coalition Purpose:

1. To increase awareness of family violence issues for NWT residents.
2. To bring together like-minded people from all sectors of the community to develop, establish and implement specific actions or initiatives to address family violence issues and the needs of those people affected by family violence.
3. To work collectively to reduce the incidence of family violence and to more effectively respond to family violence in the NWT.

Key Messages and Priorities:

1. Social Media Campaign: A strong campaign would shift attitudes and beliefs about family violence in the NWT over the long term. Such a shift would end the silence that surrounds abuse and make partner assault less acceptable.
2. Program for Men who use Violence: A 24 week program has been developed for piloting but it does not have the proper resources to be piloted effectively. Programs like this need to be implemented properly so as to not lose credibility in the eyes of the target audience, and so we can begin to see positive outcomes for men.
3. Community Outreach: This is a broad priority that takes into account a variety of community development and general outreach activities. This includes working with local governments and community groups, developing methods for safety planning, and projects to increase safety.

Photo: Coalition Against Family Violence Members and Supporters

Boards & Committees 2012

1. Family Violence Awareness Week committee
2. December 6th planning committee
3. NWT Breast Action Group
4. Implementation Steering Committee for Family Violence Action Plan
5. Coalition of Provincial & Territorial Advisory Council of the Status of Women
6. Coalition Against Family Violence
7. Advisory Member Native Women's Association Training Program
8. Board Member Taiga Camp
9. Advisory Member Native Women's Association Training Program
10. Anti-Poverty Coalition
11. National Aboriginal Addictions Awareness Week Planning Committee
12. Elder Abuse Building Networks
13. Safer Communities Committee
14. Elder Abuse Awareness Week Committee

Photo: Goodbye Dinner for Theresa (Dollie) Simon, Past President

Summary of Consultations & Presentations

May
Dennis Bevington regarding Gun Registry
NWT Federation of Labour

June
BHP Human Rights
Iqualit

July
Women's Worlds Conference

August
Shelter Directors

September
Seniors AGM
F/T/P Status of Women

November
Anti-Poverty Summit
Nick Sibbeston
Seniors Panel
Women's Safety
Health Canada

December
Dinner with Governor General
Consult with Premier and Board of Directors

February
Sir John Franklin High School Transition Fair

March
Setting a Path Consultation

Photo: Dinner with Governor General

Status of Women Council
of the Northwest Territories
Yellowknife, NT

Financial Statements
March 31, 2012

Financial Statements 2011-2012: Index

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Management Letter

Financial Statement

- **Statement of Financial Position**
- **Statement of Fund Balances**
- **Statement of Operations**
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- **Schedule of Revenue and Expenditure-Programs**

Independent Auditor's Report

To the Directors of
Status of Women Council of the Northwest Territories

I have audited the statement of financial position of The Status of Women Council of the Northwest Territories as at March 31, 2012 and the statements of operations and changes in fund balances and cash flows for the year then ended and a summary of significant accounting policies and other explanatory notes.

Management's responsibility for the financial statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting principles. This responsibility include: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free of from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility
My responsibility is to express an opinion on these financial statements based on my audit.
I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. I am also required to comply with applicable ethical requirements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error in making those risk assessments, the auditor considers internal control relevant to the entity's preparations and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, the auditor expresses no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management as well as evaluating the overall presentation of the financial statements.

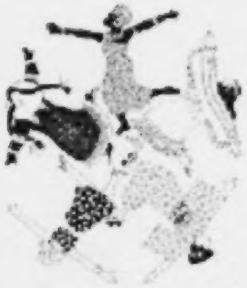
I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion
In my opinion these financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2012 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Yellowknife, Northwest Territories
June 1, 2012

Paul Fleury & Co
Certified General Accountant

Management Letter



Status of Women Council of the N.W.T.

P.O. Box 1320, Yellowknife, NWT X1A 2L9

Management's Responsibility for Financial Reporting

The accompanying financial statements of the Status of Women Council of the Northwest Territories are the responsibility of the management and have been approved by the directors.

The financial statements have been prepared by management in accordance with generally accepted accounting principles. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstance. Financial statements are not precise since they include certain amounts based on estimates and judgments. Management has determined such amounts on a reasonable basis in order to ensure that the financial statements are presented fairly, in all material respects.

The Council maintains systems in internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and that the Association`s assets are appropriately accounted for and adequately safeguarded.

The directors are responsible for ensuring that management fulfills its responsibilities for financial reporting and are ultimately responsible for reviewing and approving the financial statements. The directors carry out this responsibility principally through review of the annual budgets, comparison of actual results to budgets on a periodic basis, approval of the financial statements, and engagement of the external auditor.

The auditor annually provides an independent, objective audit for the purpose of expressing an opinion on the financial statements in accordance with generally accepted auditing standards.

Lorraine Phaneuf

Lorraine Phaneuf
Executive Director

Yellowknife, Northwest Territories
June 1, 2012

Status of Women Council of the Northwest Territories
Statement of Financial Position
As at March 31, 2012

		2012		2011
Assets				
Cash in Bank	$	78,436	$	48,829
Deposits (Note 2)		91,962		91,578
Accounts receivable		43,206		50,647
		213,604		191,054
Capital Assets -Council		3,104		4,362
-Projects		2,297		3,281
	$	219,005	$	198,697
Liabilities and Fund Balances				
Accounts payable	$	39,427	$	23,094
Accrued expenses		9,302		20,090
Vacation payable		12,021		22,797
Employee deductions payable		16,929		1,356
Funding Refundable		21,246		-
		98,925		67,337
Net Assets				
Restricted Assets				
Benefits Fund		37,860		37,678
Contingency Fund		42,323		42,120
Capital Assets -Council		3,104		4,362
-Projects		2,297		3,281
Unrestricted Fund		34,496		43,919
		120,080		131,360
	$	219,005	$	198,697

Approved on behalf of the Board

Nina Bargan President

S. Kolbak Vice-President

The attached notes are an integral part of these Financial Statements

Status of Women Council of the Northwest Territories
Statement of Funds Balances
For the year ended March 31, 2012

		2012		2011
Restricted Assets				
Benefits Fund - Note 1a				
Balance April 1, 2011	$	37,678	$	37,531
Interest earned		182		147
Balance March 31, 2012	$	37,860	$	37,678
Contingency Fund - Note 1a				
Balance April 1, 2011	$	42,120	$	41,955
Interest earned		203		165
Balance March 31, 2012	$	42,323	$	42,120
Capital Assets - Council				
Balance April 1, 2011	$	4,362	$	5,234
Addition		-		1,587
Amortization		(1,258)		(2,459)
Balance March 31, 2012	$	3,104	$	4,362
Capital Assets - Projects				
Balance April 1, 2011	$	3,281	$	4,687
Amortization		(984)		(1,406)
Balance March 31, 2012	$	2,297	$	3,281
Unrestricted Fund				
Balance April 1, 2011	$	43,919	$	47,222
Transfer from capital assets		1,258		872
Excess Revenue (expenditure)		(10,681)		(4,175)
Balance March 31, 2012	$	34,496	$	43,919

The attached notes are an integral part of these Financial Statements

Status of Women Council of the Northwest Territories
Statement of Operations
For the year ended March 31, 2012

	2012	2011
REVENUE		
Contributions		
Government of the NWT	$ 551,175	$ 419,000
Government of Canada	77,986	134,589
Mining Companies	-	21,000
Other Revenue		
Administration fees & Miscellaneous	10,517	28,640
Deferred Revenue (2009-2010)	-	18,041
Contributed Rent	70,870	70,870
	710,548	692,140
EXPENDITURES		
Wages and Benefits	355,056	34,884
Professional Development, Staff	875	559
Contracted Services	53,473	52,117
Courses Purchased	15,003	-
Participants support	4,177	3,971
Honoraria	8,550	9,525
Books, Videos, Subscriptions	4,170	1,083
Office Supplies & Photocopies	5,264	5,499
Supplies and Workshops	25,375	12,810
Travel	80,311	79,633
Food service Special Events	10,953	22,663
Facility Rental	11,652	14,885
Contributed Rent	70,870	70,870
Bank Charges	1,730	1,029
Audit, Legal and Accounting	8,000	8,225
Advertising	22,217	19,452
Meetings and Conferences	400	100
Dues & Fees Computer Services	4,839	5,328
Telephone, Fax, Internet and Website	6,911	7,930
Postage & Courier	4,809	5,157
Design & Printing	10,257	15,036
Project Management	7,000	15,050
Amortization	1,258	2,459
Administration Fee	7,053	1,050
Bad Debts	1,026	-
	721,229	696,315
EXCESS REVENUE (EXPENDITURE)	$ (10,681)	$ (4,175)

The attached notes are an integral part of these financial statements

Status of Women Council of the Northwest Territories
Statement of Cash Flows
For the year ended March 31, 2012

	2012	2011
Operating Activities		
Excess revenue/ (expenditure)	$ (10,681)	$ (4,175)
Interest earned	384	312
Amortization	1,258	2,459
Accounts receivable	7,441	62,174
Prepaid expenses	-	3,345
Accounts payable	10,342	(30,483)
Funding Refundable	21,246	(1,703)
Deferred revenue	-	(18,041)
	29,990	13,888
Investing Activities - Capital Assets	-	(1,587)
Change in cash position	29,990	13,888
Cash position, beginning of year	140,407	128,106
Cash position, end of year	170,397	140,107
Represented by		
Cash in Bank	$ 78,435	$ 48,829
Deposits	91,962	91,578
	$ 170,397	$ 140,407

The attached notes are an integral part of these Financial Statements

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2012

The Council was established by the consolidation of *Status of Women Council Act*, S.N.W.T. 1990(1).c.6. that was proclaimed in force on April 4, 1990 by SJ-006-90 by the Government of the Northwest Territories.

The objectives of the Council are:

a) to develop public awareness of issues affecting the status of women;

b) to promote a change in attitudes within the community in order that women may enjoy equality;

c) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;

d) to advise the Minister on issues that the Minister may refer to the council for consideration;

e) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;

f) to provide assistance to the Minister in promoting changes to ensure the attainment of equality of women; and

g) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may;

a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;

b) research matters relating to the status of women;

c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;

d) recommend and participate in programs concerning the status of women;

e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;

f) publish any reports, studies or recommendations that the Council considers advisable;

g) present reports to the Minister to be laid before the Legislative Assembly;

h) contract and be contracted in the name of the Council; and

i) make bylaws to regulate the affairs of the Council.

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2012

1. Accounting Policies

(a) Basis of presentation
The Council follows the fund basis of accounting. Related revenue and expenditures are grouped into funds based on their purposes.

The operating fund includes the main core operating accounts of the Council.

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpended core contribution to a maximum of $40,000. This fund earned interest income of $181.43 in 2012.

A contingency fund of $37,000 was created in the prior year to protect against funding cutbacks. This fund earned interest income of $202.82 in 2012.

(b) Revenue recognition
Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations.

(c) Allocation of expenditures
Certain common expenditures have been allocated to programs based on estimate of services provided.

(d) Financial instruments
All significant financial assets, financial liabilities and equity instruments of the Council are either recognized or disclosed in the financial statements together with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk.

(e) Property and equipment
Property and equipment are recorded at cost. Amortization is calculated by the declining balance method as at the annual rates set out in note 2.

(f) Economic dependence
The Council receives its funding primarily from the Government of the Northwest Territories and other government sources. If the funding arrangements were to change, in management's opinion the Council's operations would be affected.

(g) Deferred revenue
Deferred revenue is unexpended contributions during the fiscal year that is transferred by agreement into the subsequent year.

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2012

2. Deposits

Bank of Nova Scotia -Deposit

	2012	2011
Market Value	$ 91,962	$ 91,578

3. Capital Assets - Association

	Rate	Cost	Accumulated Amortization	Net Book Value 2012	Net Book Value 2011
Furniture	20%	$ 2,412	$ 2,007	$ 405	$ 506
Projector	20%	1,125	739	386	551
Computer	30%	28,721	26,408	2,313	3,305
		$ 32,258	$ 29,154	$ 3,104	$ 4,362
Projects					
Computer		$ 13,664	$ 11,367	$ 2,297	$ 3,281

4. Non-Monetary Transactions

The council is a public government agency which is covered by the Government of Northwest Territories liability insurance. No amount is recorded in these financial statements for these amounts.

In addition, the Government of the Northwest Territories contributes the following services. The Council recognizes rent at the fair market value and mail and delivery as an estimate.

	2012	2011
Rent	$ 70,870	$ 70,870

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2012

5. Commitments

The Council is committed to office equipment leases of $1,741.50 per quarter. Remaining payments on this lease amount to $19,156.50

6. Income Taxes

The Council is exempt from income taxes under section 149(1) (e) of the *Income Tax Act*.

7. International Financial Reporting Standards

The Status of Women Council of the Northwest Territories will have to adopt the new Canadian GAAP for Not-for-profit Organizations for the April 1, 2012 to March 31, 2013. These new standards should have little or no effect on the financial statements of the entity.

Schedule A

Status of Women Council of the NWT: Revenue And Expenditure
Period Ending March 31, 2012

REVENUE	CORE	Miscellaneous Revenue
GOVERNMENT FUNDING		
GNWT - Core Funding	368,000	-
GNWT - Justice	1,500	-
GNWT - Executive	-	24,073
OTHER INCOME	-	-
Misc Revenue	1,866	5,387
Donations, Events Grants	-	3,264
Contributed Rent	70,870	-
	442,236	**32,724**
EXPENSE		
Office supplies - Small Equipment	932	596
Design and Printing	1,313	1,874
Advertising and promotion	1,219	5,467
Subscriptions/Dues & Fees	321	-
Telecommunications	2,902	-
Bank charges/Interests/Penalties	1,357	-
Conference Fees	-	400
Accounting and legal	8,000	-
Postage and Courier	16	136
Mail Service	780	311
Internet Access, Website	813	-
Computer Service	4,232	-
Travel - General	1,210	10,658
Travel - Board	4,352	-
Accommodations - General	984	4,578
Accommodations - Board	4,105	-
Travel Expenses - General	3,222	682
Travel Expenses - Board	1,724	-
Salaries and wages	322,900	-
Honoraria	8,550	-
Casual Labour	-	200
Professional Development - Staff	875	-
Materials/Resources/Subscriptions	1,500	-
Facility/Equipment Rental	3,510	1,130
Rent	70,870	-
Food Service - Special Events	2,995	4,600
Awards & Gifts and Hospitality	1,884	2,092
Amortization	1,258	-
Bad Debts	1,026	-
	452,850	**32,724**
NET INCOME (DEFICIENCY)	**(10,614)**	-

Schedule B

Status of Women Council of the NWT: Revenue And Expenditure
Period Ending March 31, 2012

REVENUE	Family Violence	FAST	Motivational Interviewing Training
GOVERNMENT FUNDING			
Health Canada	-	77,986	-
GNWT - HSS	10,000	-	120,855
GNWT - Justice	13,800	-	-
GNWT - Executive	5,000	-	-
	28,800	**77,986**	**120,855**
EXPENSE			
Office supplies - Small Equipment	345	3,118	964
Books	-	-	3,850
Design and Printing	5,365	732	-
Project Management	7,000	-	-
Advertising and promotion	10,047	1,013	3,241
Telecommunications	482	2,159	555
Bank Charges	-	294	74
Postage & Courier	-	265	442
Mail Service	2,093	619	117
Computer Service/Internet	-	506	101
Travel - General	-	-	30,896
Accommodation - General	-	-	10,312
Salaries and wages	-	14,510	16,946
Materials/Resources/Subscriptions	-	7,054	2,792
Course Delivery Fees	-	-	15,003
Research and Contract Fees	-	45,974	4,600
Facility Rentals	-	-	2,000
Equipment Rental	1,880	1,742	-
Food Service - Special Events	300	-	2,972
Awards and Gifts	287	-	-
Administration fees	1,050	-	4,744
Funding Refundable	-	-	21,246
	28,849	**77,986**	**120,855**
NET INCOME (DEFICIENCY)	**(49)**	**0**	**0**

Schedule C

Status of Women Council of the NWT: Revenue And Expenditure
Period Ending March 31, 2012

	Moving Forward Workshop	Setting a Path & Priorities in FV- Consultation
REVENUE		
GNWT - HSS	-	26,443
Justice Canada	2,750	-
	2,750	**26,443**
EXPENSE		
Office supplies - Small Equipment	-	283
Advertising and promotion	1,230	-
Mail Service, Postage and Courier	33	-
Accommodation - General	-	2,963
Travel - General	1,487	3,137
Salaries and wages	-	500
Materials, Resources/Subscriptions	-	12,495
Workshop Expense	-	1,534
Research and Contract Fees	-	2,900
Facility Rental	-	1,000
Equipment Rental	-	390
Administration fees	-	1,259
	2,750	**26,461**
NET INCOME (DEFICIENCY)	**0**	**(18)**